

answered the survey, a slightly higher percentage were white compared to the total population of veteran RNs in the state – a difference of about 5%. Within the remaining two age groups, no significant differences between the sample and the population were found. Overall, the bias analysis indicates that the survey results are generally representative of the population of veteran nurses in North Carolina and suggests that we can safely generalize the findings of our studies to this population of nurses.

## Personal Characteristics

Tables 1 through 5 below contain information on the personal demographic characteristics of the veteran RNs and LPNs who responded to the survey. The findings suggest that there are both similarities and differences between RNs and LPNs. One area in which all licensed RNs differ greatly from all licensed LPNs is in racial composition. Approximately 25% of North Carolina's population is made up of people of color.<sup>3</sup> Table 1 reveals that the racial diversity among the veteran LPNs in our study is more similar to the general population in the state than is true for veteran RNs. Approximately 24% of veteran LPNs are from minority groups, compared to only 7% of veteran RNs. These statistics are similar to those for all RNs and LPNs in the state.<sup>4</sup>

**Table 1. Racial composition of veteran RNs and LPNs in North Carolina**

Race	Veteran RNs		Veteran LPNs	
	N	%	N	%
White	324	90.3	213	74.5
Black	19	5.3	58	20.3
American Indian	0	0.0	5	1.8
Asian / Pacific Islander	3	0.8	2	0.7
Multiracial	2	0.6	2	0.7
Other	2	0.6	1	0.4
Data missing	9	2.5	5	1.8
<b>Totals</b>	359	100.1	286	100.2
$\chi^2$ p-value	< 0.0001			

Note: Chi-square tests were run on condensed tables comparing white versus all other racial groups.

Although the majority of veteran nurses reported that they were married, RNs and LPNs also differ significantly in terms of their marital status. The findings in Table 2 show that about 70% of RNs reported being married at the time of the survey, compared to only 56% of LPNs. There was also an association between marital status and race for veteran LPNs. Of those LPNs who were married at the time of the survey, about only about 15% were from minority groups, whereas approximately 36% of LPNs who were not married at the time of the survey were from